

# Defense Civilian Personnel Advisory Service



**\*DASD (CPP)**  
Anita Blair

**\*Director, DHRA**  
Bill Booth



**\*Director, DCPAS**  
Michelle LoweSolis

**Chief of Staff**  
Henry Smith

**Executive Officer**  
Todd Charette

**Strategic Comms**  
Helen Shansby

**Technical Director**  
Allen Brooks

**\*Deputy Director, DCPAS**  
Daniel Hester

## Directorates

## Special Offices

**Planning & Accountability**  
Director,  
Darby Wiler - Acting

**Employment & Compensation**  
Director,  
Kelly Cruz

**Benefits, Wage & NAF Policy**  
Director,  
Taiwanna Smith

**Talent Development**  
Director,  
Amy Rogers

**Labor & Employee Relations**  
Director,  
Laura Stanley - Acting

**Executive Resource Management Office**  
Director,  
Julie Broadway - Acting

**Enterprise Solutions and Integration**  
Director,  
Dexter Burnam

**Mission Support**  
Director,  
Henry Smith

**DoD-EC**  
Director,  
Howard Ferguson

**Associate Directors**  
Joe Thompson - Acting  
Darby Wiler

- Program Evaluation & Accountability
- Competency Assessment
- Workforce Forecasting
- Planning & Shaping
- Human Capital Framework
- Management
- Employee Engagement/FEVS

**Associate Directors**  
Aquila Stewart  
Bobby Winn  
Melissa Lalonde  
Desiree Seifert

- Strategic Recruitment
- Veteran Programs
- Fellows/Students
- Transition Programs
- Staffing
- Hiring Authorities
- Compensation
- Overseas Allowances
- Classification
- Civilian Deployment

**Associate Directors**  
Itzel Santana  
Karl Fendt

- Federal Insurance Programs
- Federal Retirement Programs
- Injury Compensation
- NAF HR Policy
- Special Salary Rates
- Unemployment Compensation
- Wage Surveys
- Work Life Programs

**Associate Directors**  
James Buchman  
Jimmie Vaughn  
Angela Richardson

- Chief Learning Officer
- Center for Talent Development
- Leadership Development
- HR Functional Community
- Coaching/Mentoring
- Broadening Opportunities
- Free/Reduced Cost Courses
- Employee Career Maps
- Individual/Org. Assessments
- EMTC – Southbridge

**Associate Directors**  
Loretta Washington  
Laura Stanley

- Labor Relations
- Employee Relations
- Recognition and Awards
- Performance Management
- Workplace Violence
- Suitability

- Manage Executive Performance Appraisal Tool
- Manage Defense Talent Mgmt System
- Executive Mgmt Training
- Develops Policies for Executive Performance Mgmt, Talent Management, Executive development
- Executive Advisory Svcs

- Develop, integrate, modernize, sustain HRIS
- Oversight of CHRM-IT
- Assist in Design/Deploy of IT Systems
- Oversee DCPAS Website

- Financial Ops
- Contract Execution
- Personnel Mgmt
- Workforce Policies
- Awards Boards
- Workforce Talent Development
- Facilities/Space Mgmt
- Ratings Scheme
- Alert Roster
- MOAs

- Civilian Expeditionary Policy
- Oversee Force Pool Requirements
- Coordinates SES deployment Requirements
- GFM Advisor/Planner
- Sourcing Advisor

\* Annotates Senior Executive Service Member